

14 JUN 1974

MEMORANDUM FOR: M&S Advisory Group

SUBJECT : Suggestion to the M&S Advisory Group

REFERENCE : Memorandum from DDM&S to DDM&S Personnel,  
Same Subject, dtd 21 May 1974

1. In response to reference I would like to recommend the subject of "Parking" as an appropriate one for review by the MSAG. Obviously, the problem of parking has long been with us as a source of discontent but, in recent months, the unhappiness has become much more vocal and is deserving of a review directed toward eliminating some of the inequities in the present system.

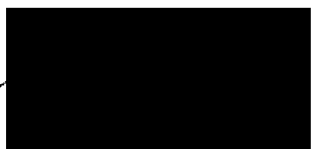
2. First of all, let us establish the fact that "car pools" are the accepted order of the day and certainly no one questions that their formation should be encouraged by granting of preferred parking spaces. What is questioned is the interpretation of what constitutes a "car pool". Particularly vulnerable in terms of logic or simple common sense is the husband/wife car pool wherein there is but one car in the family -- it is most difficult to envision them doing other than riding to work together and at no sacrifice or inconvenience to either. The "single" employee rightly discerns this as a not very subtle form of discrimination. An Agency review of such car pools would reveal a significant number of car pool permits issued for husband/wife car pools of two -- WH Division alone has employees representing one-half of eight such car pools.

3. Given the current system wherein employees fare on such a widely disparate basis -- some components having sufficient permits to be able to give lane parking to employees at the GS-11 level and others, such as WH, not able to give permits to all those at the GS-14 grade level, it would seem the most equitable system would be to provide

permits only for car pools and physically-handicapped employees. All other spaces would be on a first come basis as is West at the present time (except for the fence visitor lane). This would serve to give greater impetus to the real goal of increased use of car pools -- executive level personnel have little incentive to form car pools nor do those to whom lane permits are issued based on grade. And once again there is a by-product discrimination against the female since it is the middle-aged GS-12/GS-13 who has little hope in most components of receiving a lane permit as opposed to her male age compatriot who moved along faster and now has his lane permit by virtue of grade.

4. Elimination of reserved parking except for "true" car pools and physically-handicapped employees would have, as a minimum, the following benefits:

- a. Boost in employee morale that comes from knowing that all are being treated equitably, regardless of component of assignment, age, sex or grade.
- b. Efficient use of all parking space. We would no longer see the many vacant desirable parking spaces which result from the holder being on leave or TDY while maintaining possession of the permit.
- c. More efficient use of the employee's time who in returning from a doctor's appointment late in the afternoon, must under present rules, drive by empty spaces in North and South and return to a far off space in West.
- d. Saving in man hours both on the part of the component support offices charged with allocating lane spaces as well as the police force charged with patrol of reserved areas.

 WH/Personnel Officer

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